



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, DC 20301-1200

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HEALTH AFFAIRS

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER  
AND RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE NAVY (MANPOWER  
AND RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE AIR FORCE  
(MANPOWER AND RESERVE AFFAIRS)  
DIRECTOR, DEFENSE FINANCE AND ACCOUNTING  
SERVICE

SUBJECT: Policy for Implementing the Critically Short Wartime Specialties Accession Bonus  
for Medical Officers and Dental Specialists Officers

References: (a) Sections (Secs.) 302k, 302l of Title 37, United States Code (U.S.C.)  
(b) Department of Defense (DoD) Instruction 6000.13  
(c) DoD Manual 7000.14-R, Volume 7 Part A, Chapter 2  
(d) Sec. 303a(e) of Title 37, U.S.C.

Effective immediately, the attached policy guidance implements the Critically Short  
Wartime Specialty Accession Bonus for graduates of an accredited medical, osteopathy, or  
dental school in a designated critically short wartime specialty, who execute an agreement to  
accept a commission as an officer in the Armed Forces and to serve on Active Duty in a specific  
specialty for a period of not less than four consecutive years (Reference (a)). This policy may  
remain in effect subject to congressional reauthorization of Title 37, U.S.C., sections 302k and  
302l. Consistent with this memorandum and attachment, the Secretaries of the Military  
Departments shall establish implementing guidance based on the accession requirements for their  
respective departments.

Please provide this office with a copy of your implementing guidance within 30 days of  
the date of this memorandum. The point of contact is Dr. Gary Matteson, who may be reached at  
Gary.Matteson@ha.osd.mil, or (703) 681-8890.

George Peach Taylor, Jr., M.D.  
Deputy Assistant Secretary of Defense  
(Force Health Protection and Readiness)  
Performing the Duties of the  
Assistant Secretary of Defense  
(Health Affairs)

Attachment:  
As stated

cc:  
Principal Deputy Under Secretary of Defense (Personnel and Readiness)  
Assistant Secretary of Defense (Reserve Affairs)  
Surgeon General of the Army  
Surgeon General of the Navy  
Surgeon General of the Air Force

HA POLICY  
10-013

## **Policy for Implementing the Critically Short Wartime Specialties Accession Bonus for Medical Officers and Dental Specialist Officers**

**A. Eligibility:** To be eligible for the Critically Short Wartime Specialties (CSWS) accession bonus, an individual:

1. Must be a graduate of an accredited school of:
  - (a) Medicine or osteopathy in a designated specialty listed in Table 1; or
  - (b) Dentistry in a designated specialty listed in Table 1.
2. Must have a full and unrestricted license and be fully qualified to remain a licensed physician or dentist, as determined by the Secretary of the Military Department concerned (or delegate) in a designated specialty listed in Table 1.
3. Must be fully qualified for appointment as a commissioned officer in a Regular or Reserve Component of the Armed Forces.
4. Must execute a written agreement to accept a commission as an officer of the Medical or Dental Corps of the Army or the Navy, an officer of the Air Force designated as a medical or dental officer, and to serve on Active Duty for a period of not less than 4 consecutive years.
  - (a) If already serving as a commissioned officer with a designated CSWS, the officer is not eligible for this accession bonus.
  - (b) A former medical or dental officer, who no longer holds an appointment as a commissioned officer, but is otherwise qualified and eligible, must have been discharged from an Armed Force at least 24 months prior to execution of the CSWS written agreement.
  - (c) A dental officer eligible to receive an Accession Bonus for Dental Officers (Title 37, U.S.C. Section 302h), shall elect whether to execute an agreement for the CSWS Accession Bonus or the Accession Bonus for Dental Officers but not both.
5. Must have a CSWS designated specialty listed in Table 1, as determined by the Secretary of the Military Department (or designee) concerned.
6. Must maintain all licensing and specialty qualifications throughout the length of the written agreement.
7. May not have received financial assistance from the Department of Defense to pursue a course of study in medicine, osteopathy, or dentistry in exchange for an agreement to accept an appointment as a medical or dental officer. This includes, but is

not limited to, participants and former participants of the Armed Forces Health Professions Scholarship Program, Financial Assistance Program, and the Uniformed Services University of the Health Sciences.

8. May not be in receipt of a bonus or special pay under Chapter 5, Subchapter II of Title 37, United States Code for the same activity, skill or period of service during the medical or dental officer's CSWS Active Duty Service Commitment.

**B. Bonus Authorized:** The Secretary of the Military Department concerned may, upon acceptance of the written agreement described in paragraph A.4., pay a CSWS accession bonus to an eligible individual, as specified in Table 1, for a 4-year obligation.

**C. Repayment:** All participants in the CSWS Accession Bonus are required to sign a service agreement. All written agreements described in paragraph A.4. must contain repayment language consistent with Reference (d) and be in accordance with the repayment policy guidance under Reference (c).

**D. Responsibilities:** The Military Departments shall be responsible for establishing and implementing consistent procedures for the administration of CSWS Accession Bonuses. The Department of Health and Human Services will promulgate corresponding policy and procedures for United States Public Health Service officers.

**E. Authority:** Reference (a)

**TABLE 1**

Policy for Implementing the Critical Wartime Skills Accession Bonus  
For Physician and Dental Specialists

<b>Medical Specialties</b>	<b>Bonus Amount</b>
Anesthesia	\$396,000
Neurosurgery	\$400,000
Diagnostic Radiology	\$364,000
General Surgery	\$400,000
Vascular Surgery	\$400,000
Pulmonary Medicine	\$292,000
Orthopedics	\$356,000
Otolaryngology	\$252,000
Aerospace Medicine	\$180,000
Emergency Medicine	\$276,000
Family Practice	\$252,000
Obstetrics/Gynecology	\$240,000
Psychiatry	\$272,000
Urology	\$280,000
Internal Medicine	\$240,000
Ophthalmology	\$200,000
Preventive Medicine	\$220,000
Pediatrics	\$220,000

<b>Dental Specialties</b>	<b>Bonus Amount</b>
Oral and Maxillofacial Surgery	\$300,000
Comprehensive Dentistry	\$300,000
Endodontics	\$300,000
Prosthodontics	\$300,000